

#	F	CIVILIAN PERSONNEL ISSUES
1	Q. When will employees be notified of their performance appraisal rating chain?	A. V Corps will issue notifications to their employees identifying the movement to USAREUR. Upon integration with USAREUR, employees should receive initial counseling and performance standards within 30 days.
2	Q. Why must the V Corps supervisors complete performance appraisals (special or annual) for employees that are integrating with USAREUR?	A. We have requested that the V Corps staff principles complete the performance appraisals to assist the USAREUR supervisor when preparing the annual appraisal.
3	Q. Why will I receive a new duty description when my position integrates within USAREUR?	A. USAREUR is requesting that all supervisors review the current V Corps duty description and establish the USAREUR duty description. The review will ensure that all of the USAREUR and V Corps duties are addressed and the employee is aware of their responsibilities within USAREUR.
4	Q. How will NSPS be affected by this integration?	A. NSPS will not be affected by the integration. USAREUR (to include V Corps) is scheduled to convert to NSPS in November 2007.
5	Q: Does compensatory (comp) time earned in V Corps transfer to USAREUR?	A: Employees who change positions within the same Agency (i.e., Army to Army) will have their compensatory time balance transferred with them.
6	Q. I am currently working a flexible schedule at V Corps, will I be allowed to work a flexible work schedule at USAREUR?	A. Decisions on work schedules, compensatory time, etc. will be the decision of the gaining (USAREUR) supervisor.
7	Q. Will annulment contracts be offered?	A. At this time annulment contracts are not being offered. Upon the approval of the concept plan, if needed, we will review and may utilize to minimize the impact if a staff reduction is needed.
8	Q. Will the V Corps and USAREUR Work Council Agencies be integrated?	A. At this time a decision has not been made to merge the Work Council Agencies.
9	Q: From the LN side of the house: I am occupying a grandfathered position. If there's a need for bumping, will I bump in my grandfathered grade?	A: Transformation is to be accomplished by integration and all are working on RIF avoidance to the maximum extent possible. But to answer the question: bumping always occurs horizontally – in the grade you hold (in your situation a grandfathered grade).
10	Q. How do I get a retirement calculation?	A. At least six months to one year before your retirement date, contact the Army Benefits Center – Civilian (ABC-C) for your preliminary retirement counseling and ask for a retirement estimate. You may also obtain your retirement estimate through either the ABC-C's web or phone systems. However, if any of the following items pertain to your service history, please contact an ABC-C counselor to prepare your retirement estimate: Part-time work schedule (current or past); NAF service; elected to transfer to FERS; taken a refund of retirement contributions for a past period of service; not paid a deposit for Post 56 military service, or if

		you have not paid a deposit for a period of non-deduction (temporary) service. See "An Army Civilian's Guide to Retirement" additional information.
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